

**Milwaukee Laboratory Advisory Committee  
Laboratory System Improvement Program**

**November 2011**

**Strategic Directions**

***What innovative & substantial actions can we take to strengthen workforce capacity within the Local Public Health Laboratory (LPHL) system?***

<b>Educate the public and health care professionals on the importance of the LPHL System</b>	<b>Attract a motivated &amp; highly skilled workforce</b>	<b>Retain an engaged &amp; competent workforce</b>	<b>Invest in innovative technology to improve efficiency &amp; capacity</b>
<p>Promote LPHL successes through the media and public information officers to communicate how the LPHL system impacts the public's health</p> <p>Establish a legislative outreach and advisory committee</p> <p><b><i>Parking Lot:</i></b> Capitalize on outbreaks and public health emergencies to highlight the work of the public health laboratory system</p>	<p><b><i>Elementary, Middle &amp; High School and College Level Outreach:</i></b></p> <p>Integrate laboratory competencies into curricula</p> <p>Provide a laboratory/health sciences career fair during Medical Lab Week</p> <p>Conduct outreach to high school science teachers &amp; guidance counselors</p> <p>Create shadowing opportunities to raise awareness of laboratory careers</p> <p><b><i>Additional College Strategies:</i></b> Systematize internship opportunities</p> <p>Develop and support inquiry-based research opportunities</p> <p><b><i>Professional Development:</i></b></p> <p>Create a system for notifying</p>	<p>Enumerate and define competencies of the LPHL workforce</p> <p>Invest in staff development:</p> <ul style="list-style-type: none"> <li>Assure continuing education</li> <li>Develop and support distance learning programs</li> <li>Institute cross training</li> <li>Increase opportunities for field work</li> </ul> <p>Assure workplace quality, compensation and flexibility for a diverse workforce through:</p> <ul style="list-style-type: none"> <li>Competitive salaries</li> <li>Defined career trajectories</li> <li>Meaningful performance evaluations</li> </ul> <p>Identify &amp; access workforce development resources :</p> <ul style="list-style-type: none"> <li>Share best practices through a LPHL system workforce development task force</li> </ul>	<p>Conduct a needs assessment to determine infrastructure needs</p> <p>Stay current on automation and new technology</p> <p>Enhance the use of existing technology</p> <p>Pursue new technology for increased productivity</p> <p>Re-engineer workflow through continuous process improvement</p>

	<p>stakeholders about job openings</p> <p>Develop mechanisms to support re-entry into workforce (e.g. second careers)</p>	<ul style="list-style-type: none"><li>• Access national association resources (i.e., APHL, National Society for Experiential Education (NSEE), American Society for Clinical Pathology (ASCP))</li></ul>	
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